

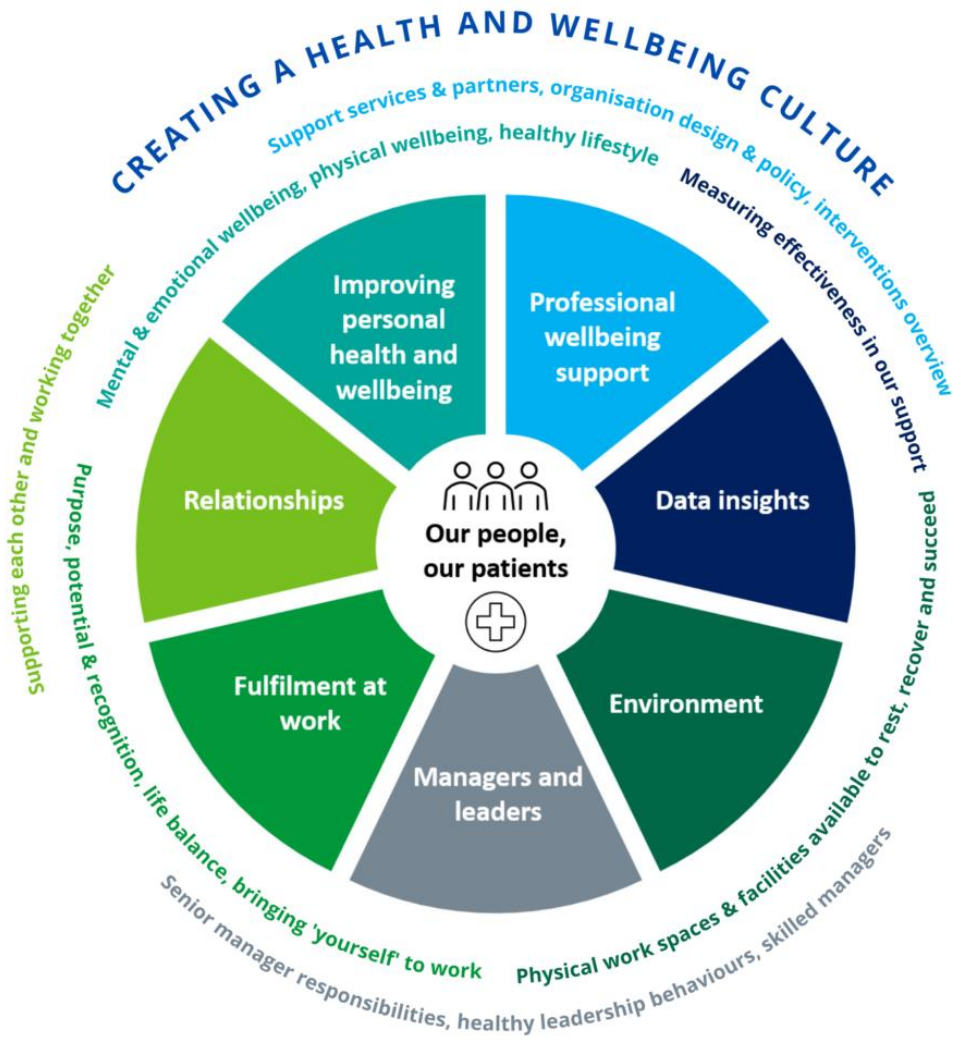
Trust Board 28 March 2023: The Health & Wellbeing Guardian (HWBG) 6 monthly report

Purpose of the report

In LPT we are striving for a culture of positive health and wellbeing (HWB) because this is critical for the recruitment and retention of our staff, and their everyday experience at work. We know that staff who are supported with their HWB will deliver high quality patient care. The role of the HWBG is to seek assurance on this objective and champion HWB at the Board.

Analysis

We are using the NHS England framework and diagnostic tool to develop high quality health and wellbeing interventions which will feature in our 2023 people plan. The framework will lead to a holistic assessment of wellbeing at LPT and highlight areas for development. The framework is shown below:



The table below highlights the 9 principles for the role of the HWBG and details the evidence to provide assurance on the work we are doing to support the HWB of our staff.

<u>The 9 Principles</u>	<u>LPT HWB support for staff (and evidence of outcome measures)</u>	<u>Actions in development</u>
<p>1. The health and wellbeing of people working and learning in the NHS should not be compromised by the work they do</p>	<ul style="list-style-type: none"> • The Board has a People Plan for LPT, 6 monthly progress report to Board. • Staff.Net includes HWB resources for staff and managers, which is regularly refreshed with new content. <i>(7,953 hits on HWB pages in last 6 months)</i> • Monthly roadshows to LPT sites, the HWBG has attended some roadshows. <i>(Feedback from over 500 staff. Actions implemented include: provision of a microwave; outdoor furniture for staff breaks; bitesize HWB videos, staff room furniture, invites to attend team meetings).</i> • Flexible working is actively promoted in all recruitment campaigns. <i>(2022 Staff survey score 7.0 which is above the average benchmark of 6.8 and an improvement of 0.1 since 2021)</i> • 40 HWB Champions are embedded in many teams across LPT and many of them are Our Future Our Way Change Leaders. There is a monthly champions meeting, the HWBG has attended meetings. <i>(2022 staff survey support for work/life balance is 6.9 which is above the average of 6.7 and an improvement of 0.2 since 2021)</i> 	<p>The NICE NG212 Mental wellbeing at work guidance has been evaluated to ensure compliance.</p>
<p>2. Where an individual or team has been exposed to a distressing event, the wellbeing impact on staff has been checked.</p>	<ul style="list-style-type: none"> • Immediate support is offered locally and psychological support is offered as a follow up. • Following a Serious Incident there is a learning event held with members of the team • Serious Incidents are reviewed on a weekly basis <i>(and learning is evidenced in Board reports)</i> • Freedom to Speak Up Guardians (FTSUG) actively promote LPT's "safety first" culture encouraging staff to speak up. A report is presented to the Board on a 6-monthly basis with key themes. <i>(2022 Staff survey score 6.8 is in line with average)</i> 	<p>Schwartz rounds implementation in 2023</p> <p>A Post-Incident staff support pathway is being developed by the Associate Director of Psychological Professions.</p>

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<p>3. Wellbeing conversations regularly take place, including at induction.</p>	<ul style="list-style-type: none"> • HWB is included in our induction event. • Staff appraisals include a health and wellbeing conversation (<i>Appraisal completion rate Jan 2023 is 82.6%</i>) (<i>2022 Staff survey results score 5.2 which is above the average of 4.9 and an increase of 0.3 since 2021</i>) 	<p>HWB toolkit for managers to enable easy access to resources.</p> <p>HWB Lead training to run Making Every Contact Count sessions across LPT and LLR.</p>
<p>4. NHS staff will have access to self-refer to a proactive confidential Occupational Health service that promotes and protects wellbeing</p>	<ul style="list-style-type: none"> • Occupational Health (OH) services, Amica, and our self-referral to Musculoskeletal services are all regularly promoted. • National strategy to grow our OH services in the NHS. HWB team meet regularly with HR & OH to target staff support • The LLR Mental Health Wellbeing Hub is available to all NHS and social care staff and usage is monitored 	
<p>5. The death by suicide of any member of staff will be independently examined and reported to the Board and HWBG</p>	<ul style="list-style-type: none"> • The Suicide Prevention lead for the Trust has shared resources which are included in the HWB presentation and are available on Staff.Net • Suicide Prevention awareness training is mandatory for all staff. • Commitment that suicide of any NHS staff member whilst in employment would be independently reviewed. • Annual communication campaign to promote the HWB offer on suicide prevention awareness days. NHS wellbeing apps inc. Stay Alive, Shiny Mind and Headspace 	<p>.</p>

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<p>6. All NHS staff are in an environment that is both safe and supportive of their mental wellbeing</p>	<ul style="list-style-type: none"> • Holistic assessment of the compassionate inclusive culture, (2022 staff survey score of 7.1 compared to average of 7.2, compassionate leadership score of 7.5 compared to 7.4 average) • LPT HWB calendar with a monthly HWB topic to support psychological and physical wellbeing - shared through our HWB Champions meetings, HWB communications and social media. • Wellbeing Wednesday lunchtime activity sessions: HWB Drop in, Mindfulness, Yoga, Pilates, Tai Chi. (Wellbeing Wednesday uptake stands at 841 inc. live and recorded attendees in the last 6 months) • Infection Prevention Control practices are embedded and audited across LPT (6 monthly Board report) • Covid and flu vaccinations are available to all staff (Jan 2023 53.7% staff have had a flu jab) • There is input from the Health & Safety Team to ensure safe environments. (2022 staff survey score 5.5 which is below average of 5.7) • The programme to upgrade staff rooms to a consistent standard across the trust has been completed in 2022 (investment of >£100,000). 	
<p>7. The NHS will ensure the cultural and spiritual needs of its staff are protected. It will ensure equitable and appropriate wellbeing support for overseas staff.</p>	<ul style="list-style-type: none"> • Promotion and celebration of cultural and religious festivals with staff networks (attendance of circa 50 staff per event) • Overseas nurses pastoral care as part of their induction and settling in period, (positive feedback received from all nurses). • The HWB team links with the chaplaincy service and EDI team to raise awareness of spiritual wellbeing, signposting to culturally diverse resources e.g.- Liberate Meditation app, multi-faith prayer rooms. (2022 Staff survey for diversity and inclusion score 8.5 which is above the average 8.3 and a 0.1 improvement on 2021) 	

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<p>8. The NHS will ensure the wellbeing of and make the necessary adjustments for the nine groups protected under the Equality Act 2010</p>	<ul style="list-style-type: none"> • The HWB team link with the EDI team to ensure regular promotion and signposting of HWB through staff support networks for REACH, LGBTQ+, Carers, Young voices, MAPLE (Mental & Physical Life Experience), Women’s. There is Exec sponsorship of each group and HWBG support. • The nine protected characterises are part of the HWB events, inc. neurodiversity week and international women’s day • Workforce Race Equality Standards (WRES) and Workforce Disability Equality Standards (WDES) have action plans and measurable targets. <i>(2022 Staff survey for diversity and inclusion score 8.5 which is above the average 8.3 and a 0.1 improvement on 2021)</i> • Developing a women’s health pathway to support the mental, emotional and physical health of staff experiencing menopausal symptoms. HWBG has oversight role in task and finish group. 	<p>The Equality Delivery System (EDS) 2022 is being reviewed with the EDI team to ensure compliance of the agreed domains.</p>
<p>9. The wellbeing guardian will appropriately challenge the board to ensure that the same weight is given to wellbeing as to other aspects of organisational performance.</p>	<ul style="list-style-type: none"> • The HWBG uses the 6-monthly People Plan progress report and NHSE 9 principles to hold the Board to account and seek assurance on delivery of HWB actions and outcomes. • The HWB of staff is a strategic theme in conversations at Board meetings, evidenced in the minutes. <i>(2022 Staff survey burnout score of 5.2 which is in line with the average, an improvement of 0.2 on 2021)</i> 	<p>The HWB Board pledges will be shared through Trust-wide communications in 2023/24.</p>

Decision required:

The Board is asked to receive evidence of the HWB support given to staff and related outcomes for assurance purposes against the 9 principles, and identify any gaps in provision.

Governance table

For Board and Board Committees:	Trust Board 28 March 2023	
Paper sponsored by:	Cathy Ellis Health & Wellbeing Guardian	
Paper authored by:	Cathy Ellis Health & Wellbeing Guardian	
Date submitted:	17 March 2023	
State which Board Committee or other forum within the Trust's governance structure, if any, have previously considered the report/this issue and the date of the relevant meeting(s):	N/A	
If considered elsewhere, state the level of assurance gained by the Board Committee or other forum i.e. assured/ partially assured / not assured:	N/A	
State whether this is a 'one off' report or, if not, when an update report will be provided for the purposes of corporate Agenda planning	Reported at public board meeting every 6 months	
STEP up to GREAT strategic alignment*:	High Standards	
	Transformation	
	Environments	
	Patient Involvement	
	Well Governed	X
	Reaching out	
	Equality, Leadership, Culture	X
	Access to Services	
	Trust Wide Quality Improvement	
	Organisational Risk Register considerations:	List risk number and title of risk
Is the decision required consistent with LPT's risk appetite:	N/A	
False and misleading information (FOMI) considerations:	None	
Positive confirmation that the content does not risk the safety of patients or the public	Yes	
Equality considerations:	Yes reflects the role of our staff networks and personal commitment to health and wellbeing	